



Position title:	STAR AOD Clinician
Location:	AOD Services – Northern Community Hub and Inner Melbourne Community Hub
Reporting to:	STAR Clinical Coordinator/Team Leader

VincentCare was established to provide a range of professional accommodation and support services to people that are facing disadvantage and those that are ageing throughout metropolitan and regional Victoria.

VincentCare's primary focus is to:

- provide quality services for people at risk or experiencing homelessness, people with a disability, and men and women struggling with complex needs including substance abuse and mental health issues
- advocate for vulnerable and disadvantaged people, respect their dignity and rights and understand their needs so as to provide them with support and encouragement and enable greater independence.

Our Mandate

VincentCare was established to extend the Christian Mission of the St Vincent de Paul Society to support and advocate on behalf of the most disadvantaged Victorians

Our Aspiration

To be the leader in providing care, hope and advocacy for those facing disadvantage

Our Purpose

To create opportunities and lasting change for the most marginalised

Our Values

VincentCare is committed to expressing Christian love by embedding the following values in its culture: *Courage, Leadership, Accountability, Compassion, Excellence, Dignity*

Diversity and Inclusion

We are committed to the principles of social justice and aim to ensure every individual is treated with dignity and respect regardless of their cultural background, ability, ethnicity, gender identity, sexual orientation or religion.



Hubs

VincentCare services to clients are provided through Hubs, with each hub providing a range of support including accommodation, case management outreach.

Inner Melbourne Community Hub: Provides a range of accommodation and support services, including crisis accommodation, drug and alcohol case management, and adult outreach.

Northern Community Hub: A hub with housing dispersed throughout the community, along with family violence services, case management services and youth outreach services.

Social Enterprises Hub: Incorporates Ozanam Enterprises at Carrum Downs, an Australian Disability Enterprise which provides a range of supported, practical, hands-on employment and training opportunities to people with disabilities or facing other forms of disadvantage.

Hume Community Hub: VincentCare's Hume Community Hub was established in 2016 to incorporate the family violence support programs that have been operating in Shepparton for many years. The Hub also provides emergency relief, financial counselling and capacity building and Home Care Packages.



Strategic Direction

In the past decade, VincentCare has initiated significant transformation, partnerships, leadership and action to guide the way the organisation delivers services to clients. VincentCare has done this to ensure the each individual’s work culminates in fulfilling our purpose - to care for the most disadvantaged.

Strategic Directions 2018-23, builds our strengths and opportunities with a focus on five key outcome areas.

They are:

- Improving our client-centred focus to everything we do;
- Growing partnerships, infrastructure, community engagement and funding;
- Innovating our services, our workplaces and our organisation to be more agile and more responsive;
- Cementing our place-based services and work toward an asset-based community development approach; and
- Increasing our advocacy and influence to create lasting change for generations to come.

ROLE SCOPE AND PURPOSE

VincentCare Victoria and The Salvation Army work in consortia to operate the STAR (substance treatment and recovery) program across the Inner North and North West Catchments. The aim of this service is to reduce AOD related harm to individuals and their families by providing an integrated and holistic service response.

The primary aim of the AOD counsellor/clinician is to offer high quality, therapeutic support and guidance to those faced with the challenge of substance use issues.
Our clinicians are passionate and committed to achieving the best possible outcomes for clients.

The role offers a varied and exciting opportunity to not only provide counselling support for a unique cohort, across multiple service sites, but facilitate therapeutic group interventions and work collaboratively with key stakeholders.

Utilising evidence-based, person-centred clinical frameworks and modalities we assist our clients to establish achievable goals and create realistic recovery plans that are individualised and empowering. Ultimately, we support and encourage people to identify their own self efficacy and achieve sustainable change, taking independent control of their recovery journey.

ROLE ACCOUNTABILITIES

Key Result Area	Key Accountabilities
Core specifics	<ul style="list-style-type: none"> • Awareness and willingness to deliver evidence based AOD therapeutic approaches in line with the consortium framework that is client centred, and works within such frameworks as: Acceptance and Commitment Therapy, Community Reintegration, Contingency Management, Cognitive Behavioural Change Therapy, Motivational Enhancement Therapy, Solutions Focused Therapy, Social Behavioural Network Therapy, Family Inclusive and ultimately aiming to establish restorative health pathways • Use a strengths based approach to devise a recovery care plan with ongoing review which is responsive to client identified needs • Family Inclusive work practises with family members/significant others • Work collaboratively with consortium team and site members - to ensure best outcome for the client • Liaise with Care and Recovery workers to support seamless transitions between



	<p>service types</p> <ul style="list-style-type: none"> • Contribute to the development, delivery and evaluation of group based projects and activities for AOD clients • Ongoing care planning, review and exit planning • Ensure post treatment tracking process is followed • Other duties as required, commensurate to the position.
Client focus	<ul style="list-style-type: none"> • Incorporate assertive engagement and rapport building with clients. Create transferable relationships, promote independence and sustainable pathways out of substance misuse. Promote therapeutic interventions, engagement with health and other treatment services and social inclusion activities. • Provide multi-modal counselling including but not limited to; face to face, group, using existing or emerging technologies and telephone counselling • Interact, advocate and mediate in ways that respect the equality, diversity, choices, rights, safety and responsibilities of individuals, whilst maintaining strong professional boundaries. • Liaise with primary health, mental health, AOD treatment services and other significant community services for an integrated service response – case conferencing
Administrative function	<ul style="list-style-type: none"> • Actively engage with and utilise line management support and processes including regular appraisal, training and professional development and regular supervision. • Maintain transparent communication throughout the team and within the framework of line management reporting requirements, including providing timely updates as issues arise, providing accurate and relevant information, internal documents and reports as required. • Ensure a high standard of organisational record keeping in regard to case notes, data collection, budget management and other systems associated with VincentCare Victoria, and relevant funding bodies. • Actively participate in on-site briefing/debriefing, critical reflective practise, case reviews and staff meetings. • Manage critical incidents, challenging behaviour and act upon immediate risk of danger to self and others as per VCV procedures. • Ensure any legal documents and other documents of significance have been sighted by the Team Leader and have the approval of the Manager. • Maintain effective working relationships with other key stakeholders. • In consultation with line management, attend relevant sector networks and forums. • Develop strategic networks and links with relevant internal and external agencies. • Assist line management in the identification and subsequent liaison with other community service organizations for the development of on-going relationships and work practice protocols that would prove beneficial to the effectiveness of the AOD programs, Salvation Army and VincentCare. • Readiness to participate in Vincent Care’s organising model and strategic planning opportunities. • In conjunction with line management, participate in the ongoing evaluation of service delivery and monitoring of outcomes achieved on behalf of clients. • Fulfil other related administrative tasks to the highest quality as required and directed.
Financial	<ul style="list-style-type: none"> • Adhere to the financial reporting processes of the organisation and liaise with the line



	management regarding any expenditure.
Compliance	<ul style="list-style-type: none"> • Ensure all work undertaken within areas of accountability complies with VincentCare values, policies, procedures, codes of conduct and legislative/regulatory requirements and recognised accreditation standards (with a particular focus on Rainbow Tick Accreditation) • Ensure awareness of the policy, legislative and other relevant compliance obligations from day one of a working relationship with VincentCare. • Undertake appropriate training to support understanding of, and compliance with, key VCV policies including work health and safety, equal opportunities, privacy, procurement etc., to meet the required compliance obligations. • Ensure working within appropriate risk management and OH&S procedures and operating practices are embedded within VincentCare’s services and accommodation provision to safeguard employee, resident and visitor health, safety and well-being. • Participate in any periodic reviews of work practices/operating arrangements within areas of accountability to ensure potential risks/hazards/ breaches are identified and appropriately managed to meet compliance requirements. • Operate in accordance with VincentCare’s schedule of delegated authorities.

Key Contacts

- Clinical Coordinator/Team Leader, STAR – Substance Treatment & Recovery Program
- Manager, Health & Treatment Services
- Salvation Army Leadership

KEY SELECTION CRITERIA

<p>Qualifications</p> <ul style="list-style-type: none"> • Relevant tertiary qualifications – a principle discipline, Cert IV AOD/mental health competencies and relevant experience in AOD sector (<i>required</i>)
<p>Experience - Essential</p> <ul style="list-style-type: none"> • Knowledge and capacity to implement comprehensive AOD interventions • Experience in assisting clients to achieve positive outcomes. • Knowledge of and the capacity to apply relevant therapeutic frameworks. <p>Skills and Personal Attributes</p> <ul style="list-style-type: none"> • Knowledge of the Alcohol and Other Drug sector • Knowledge of health and other treatment services relevant to the client group • Ability to work collaboratively within a small team and contribute to consistent, yet innovative work practises. • A positive approach to work and a capacity to recognise and deal appropriately with challenging behaviours. Ability to manage critical incidents, and act upon immediate risk of danger to self and others in both outreach and service based capacities. • Demonstrated ability to effectively engage people experiencing complex issues • Develop and maintain constructive, empathetic, supportive and respectful working relationships with all



stakeholders.

- Highly developed interpersonal, written and verbal communication skills.
- High level of computer literacy.
- Evidenced administrative accuracy and detail, including highly developed time management and organisational skills
- A current driver's license is desirable

Mandatory requirements

All appointments within VincentCare are subject to satisfactory completion of a police check and character/performance reference checks. Police checks will be undertaken for the selected candidate prior to any job offer being confirmed. Police checks are also undertaken on a periodic basis during the period of employment.

All appointments are subject to disclosure of any relevant employment history of formal disciplinary action for improper or unprofessional conduct taken by current or previous employers or any other integrity body within or outside Australia.

The incumbent for this position must have and maintain a current Victorian Working with Children Check or equivalent.